

814 Oakland Drive
Kalamazoo, MI 49008
Telephone: (616) 345-0151
Fax: (616) 345-0278
Email: wmuaaup@voyager.net
Web site: www.wmich.edu/aaup



Advocate

At Western Michigan University

May/June, 2000

Editorial Board

Ariel L.H. Anderson
Gary Mathews
Elaine L. Phillips
Robert J. Ricci

Spring Cleaning – It's Never As Simple As One Might Think!

Ariel L.H. Anderson, WMU-AAUP President

The Spring session is zooming by, and one might think that the load at the AAUP has lightened as many faculty are not around full-time during Spring/Summer. However, we are all managing to keep very busy.

Promotion and tenure reviews are nearing completion, and we have been working hard to assist those who have asked for our help in dealing with promotion and tenure appeals at the level of the provost. I am aware that there are other colleagues out there that we have not heard from — some people decide not to appeal, but to simply keep on “growing” their list of accomplishments so that they will be more successful in the next round of reviews.

Please recall that we do have a couple of sets of promotion/tenure materials available for your perusal at Montague House. These materials may not suit your taste as far as format, but they can be helpful in terms of demonstrating the kinds of things one may include in a performance dossier. If you want to view these materials, please call ahead for an appointment so that we can be sure someone is on hand to assist you.

You might be interested to know that several of us are attending the **National AAUP Annual Meeting** in Washington in early June. Gary Mathews and Galen Alessi will be presenting a poster session on contract negotiations, based on our experiences in the Summer of 1999. By the way, **National AAUP has notified us that we brought in the best financial package in the country in 1999!** This could not have been accomplished without the will of Dr. Floyd

to improve our competitiveness with regard to faculty salaries. Our 6.5 - 7% front-loaded contract is enviable, but it also represents only one step toward improving our financial standing. We hope to once again substantially improve our financial standing when we return to the negotiation table in 2002.

As you look ahead to Fall (it seems early to do so, but time flies by...), please note that there are several **important deadlines** forthcoming:

Sabbatical Leave Applications/Proposals	September 15
Tenure Dossiers	October 15* (16)
Promotion Dossiers	October 15* (16)
Professional Activity Report (PAR)	October 15* (16)

*Because October 15th is a Sunday, these items are due Monday, October 16th.

Please note that the **Professional Activity Report (PAR)** is due by October 15th. If your chair and/or dean has called for an earlier due date, note that you do not have to comply. The contract sets the date, and the bar can not be moved forward. If you are experiencing difficulties in this regard, please let us know and we'll set things straight.

You might also note that there is no due date for applying for **merit pay**. This is

Ariel L.H. Anderson
AAUP President

Executive Committee

President

Ariel L.H. Anderson
Vice President
Robert J. Ricci

Contract Administrator

Gary Mathews
Grievance Officer

Elaine L. Phillips

Secretary

Peter W. Krawutschke

Treasurer

Allen J. Schwenk

Representatives

Blair Balden
Joseph J. Belonax, Jr.
Cheryl L. Delk
Diane Hamilton
Joseph A. Kelemen
Gwendolyn Nagle
Thomas F. Pagel
Maria A. Perez-Stable
Paul T. Wilson

Staff

Administrative Manager

L. Gail Nangle
Administrative Assistant
S. Esman

because there is no application process under the current *Agreement*. The merit pay program for the duration of the contract lies in the hands of the administration. *Administrators may not require you to prepare additional paperwork / application materials in order to be eligible for consideration for merit pay.* Administrators may use the Professional Activity Report (PAR) to assist in their decision making. Despite repeated requests by the Chapter – both within and outside the context of formal contract negotiations – the administration has declined to publish criteria, procedures, and/or results relating to the administrative merit pay program. The Chapter does publish the results of the merit pay program each year once the data are available. Beyond this, the process is out of our hands.

We have had some complaints that faculty meetings and/or retreats are being set for mid- to late August. Once again, ***the contract determines our calendar***, and attendance at such events scheduled before the start of the Fall semester (August 28th) should be considered voluntary. You are, of course, free to participate in meetings at any time of your choosing. However, you should not feel compelled to cut short your break between Summer and Fall. When we agreed to the current University calendar — a calendar that was adopted mid-contract because the

The PAR is the only paperwork required for faculty to be eligible for merit pay consideration.

administration asked us for a change (and the faculty ratified that change), one of the selling points was that we could count on those two weeks between Summer and Fall for vacations, weddings, prep-time, and so on. *Thus far, the administration has been very responsive to our requests to adhere to the agreed-upon calendar.* If you are being called to meetings at times that seem inappropriate to you, please contact us and we will assist you in working things out.

Once again, we have received inquiries regarding ***university travel policies***. We are aware that there are frustrations in terms of working with Travel Consultants to obtain the best value (lowest fares) for business travel. Please note that the Chapter currently has no means by which to effect changes in the policy that binds us to booking our travel arrangements through Travel Consultants. I would, however, like to dispel a rumor (this one resurfaces again and again) that administrators have license to travel first class. I have consulted personally with President Floyd, and he assures me that administrators, as a rule, travel coach. There are some limited circumstances under which administrators are authorized to use business class to travel long distances to overseas destinations. I don't doubt those faculty members who have reported that they have seen administrators traveling in first class. This can happen if an administrator either pays the difference him/herself, or if s/he uses an upgrade option as a result of accumulating frequent flyer miles. (By the way – faculty members can certainly do the same.)

Some faculty members have expressed concern that certain members of the administration are “meddling” with ***faculty governance*** by requesting that faculty revise their department policy documents. The contract states: “Once each academic year, the department chairperson may request a faculty review of some or all sections of the

It is inappropriate for there to be college-wide policies regarding promotion and tenure criteria.

Department Policy Statement” (p. 63, Article 23.§5). However, the chairperson must grant the faculty autonomy with regard to whether or not they choose to develop and submit revised policies for approval. Bargaining unit faculty have the contractual right to convene without members of the administration present, and to develop policies which suit them without being subjected to undue pressure or influence from administrators.

The matter of college-wide policies regarding ***promotion and tenure criteria*** has also arisen. The *Agreement* leaves the matter of criteria for tenure and promotion within the contract and the department policy documents. It is inappropriate for there to be college-wide policies, and the Chapter leadership recommends that faculty not participate in any administratively-organized efforts to develop such policies. To begin with, there is no college-level review body for tenure. College promotion committees must adhere to the criteria stipulated in the *Agreement* and elaborated on in the relevant departmental policy statements. If you are experiencing difficulties in the faculty governance arena, please contact the Chapter office for assistance.

We have received repeated inquiries regarding the position of ***Ombudsman***. At this point, a faculty search committee is being established, and

members of the faculty will be invited to apply. The position of Ombudsman is a two-year appointment, requiring the approval of the President and the Board of Trustees. Keep your eyes open for the invitation to apply. *This position must be filled by a tenured member of the bargaining unit faculty.*

Those of us in the Chapter leadership continue to serve throughout the Spring and Summer sessions. *We have staggered our vacation time in order to ensure coverage at the Chapter office.* Please feel free to call on us for information and assistance as issues arise. We are good at switching hats to cover for one another, and we thank you for understanding that we need breaks now and then! I hope your Spring/Summer is going well, and if our paths don't cross before, then I hope to see you at the **12th Annual AAUP Bar-B-Que scheduled for 5 p.m. on Monday, August 28th.** Our apologies in advance to those who are unable to attend due to Monday evening teaching schedules.

Nominations Are Needed

The Chapter's Nomination/Election Committee is seeking candidates for the 2000 election of **President**, and **Vice President**, as well as **Executive Committee Representatives** from the following constituencies:

- Arts & Sciences -- Humanities
- Business
- Association of Language Specialists
- Education
- Health & Human Services

Please contact the AAUP office (345-0151) if you wish to nominate someone or would like to be a candidate yourself. Nominations close officially at the Chapter Meeting scheduled for Thursday, October 19, 2000.

Spring Weather Report

*Elaine L. Phillips
Grievance Officer*

CLIMATE AT WESTERN MICHIGAN UNIVERSITY

The AAUP and the administration are successfully resolving many problems using a mutual gains, problem-solving approach. Some particularly difficult issues have moved to the grievance stage, with formal hearings occurring at the Step One and/or the Step Two level (within the University). *None* of these issues has escalated to the point of an arbitration hearing (external).

This is a significant change from the past, when arbitration hearings were so common that most officers at the AAUP could readily state which arbitrator would be scheduled to settle the next unresolved dispute between the AAUP and the administration. (In our contract, we have agreed to a list of external arbitrators who are contacted using a prescribed rotation).

I would hazard a guess that most of us in the AAUP leadership, myself included, would be hard pressed to identify the next arbitrator on the rotation. This is a pleasant phenomenon. I do keep the rotation of arbitrators on my bulletin board at the Montague House, so that it is handy if needed, but mainly because it makes me smile to glance up at it while I'm working, as it serves as a tangible reminder of how far we have come.

We owe this new climate of problem solving to Presidents Floyd and Anderson, who are committed to, above all else, keeping the lines of communication open between the administration and the AAUP. Kudos to both of you! Kudos are also in order to the many AAUP members and administrators on this campus who expend

much time and energy in collaborative problem solving at the department, college, and university level. We all benefit from the open discussion of problems and the mutual generating of possible solutions.

BRIEF REPORTS FROM THE STATE AND THE NATION

Michigan News:

Alma College President Alan Stone has announced his resignation effective June 30, 2001. *The Chronicle of Higher Education* describes President Stone "as a charming and efficacious fund raiser," but goes on to report that "critics describe him as a manipulative,

*The AAUP and
the administration
are successfully
resolving many
problems.*

petty, micromanager who readily feuded with trustees and faculty members. On several occasions, he chewed out students and faculty members who had disagreed with him" (p. A51). According to the *Chronicle*, the turmoil was significant enough that the North Central Association of Colleges and Schools team who reviewed Alma in November 1999 recommended another review in November 2001. That review will "focus exclusively on governance and strategic-planning issues, to ensure that progress had been made" (p. A51). (Source: *The Chronicle of Higher Education*, May 19, 2000).

Central Michigan University will inaugurate a new president, Dr. Michael Rao, later this summer. Dr. Rao is currently serving as chancellor at

Montana State University. (Source: WMUK News).

Eastern Michigan University

reports that although contract talks are scheduled for this summer, so far there have been no meetings at the bargaining table.

Michigan Technological University

has taken a straw poll of faculty to determine their interest in unionizing. With a reported 53% of the faculty voting, 73.8% endorsed unionization. We will let you know how this progresses over the summer. Our understanding is that the issues that are driving the faculty's desire to unionize are concerns about faculty governance, and concerns that faculty members' voices are not currently heard in that university's decision making process. (Source: Michigan Conference of the AAUP.)

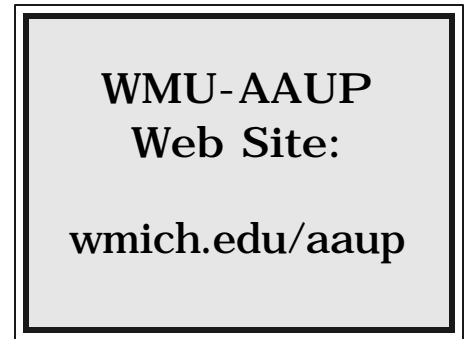
Northern Michigan University is currently at the bargaining table. They have had three sessions so far, and report that the teams are making reasonable progress.

National News:

The National AAUP took an active role in pressuring the Chinese government for the release of *Dickinson College* research librarian Yongyi Song. Professor Song and his family were in Beijing last summer where he was conducting research using published information on the Cultural Revolution. He was detained and then arrested by the Chinese government and charged with "the purchase and illegal provision of intelligence to foreign people."¹ He had been jailed since August. His release was granted January 28, 2000 when the Chinese government responded to international pressure. Several faculty members from Western Michigan

University participated in a letter-writing campaign to encourage the Chinese government to release Professor Song (Sources: ¹ *Dickenson College @www.dickenson.edu*; National AAUP communications; *National Public Radio- All Things Considered*).

I hope that each of you is enjoying a slower pace during this spring and finding time for relaxation, family, friends, and outdoor activities.



WMU-AAUP Chapter
814 Oakland Drive
Kalamazoo, MI 49008

ADDRESS SERVICE REQUESTED